

STATE OF UTAH

Division of Community Development



**2003-2004
JOINT ETHNIC WORK PLAN
FOR THE
STATE OF UTAH OFFICES
OF ASIAN, BLACK,
HISPANIC, AND
PACIFIC ISLANDER AFFAIRS**

Utah!
Where ideas connect



TABLE OF CONTENTS

Division Director's Message.....	Page 2
Introduction.....	Page 3
Executive Orders.....	Page 4
History.....	Page 14
Organizational Chart.....	Page 15
Teamwork Strategy.....	Page 16
Objectives.....	Page 17
Governor's 1000-Day Plan.....	Page 21



Division Director's Message

It is my privilege to present the 2003-2004 Joint Ethnic Work Plan for Utah's four offices of ethnic affairs-- Asian, Black, Hispanic, and Pacific Islander Affairs. Each office is addressing issues in four key areas: criminal justice, economic opportunity, education, and health.

The offices are also involved with the Governor's Initiative on Families Today. The Ethnic Offices and GIFT organize annual conferences to recognize ethnic students, their families and communities for their efforts to foster a climate that nurtures and enhances healthy, positive, and caring interaction and an environment that helps the student achieve scholastically.

Integral to the Ethnic Offices are the governor-appointed advisory boards. They dedicate themselves to being the eyes and ears for state government in their respective communities. The Ethnic Offices present the recommendations from the Councils to state agencies indicating how they can be more responsive to the needs of ethnic citizens.

Each of our ethnic communities is diverse and varied in its approach to issues and solutions. This exchange of ideas is healthy and the resulting recommendations help to facilitate solutions that are viable to all.

I would like to congratulate Edith Mitko, Asian Affairs; Bonnie Dew, Black Affairs; Tony Yapias, Hispanic Affairs; Bill Afeaki, Pacific Islanders; and respective staff members for their outstanding dedication and cooperative efforts.

Sincerely,

Shirl D. Clarke
Acting Director
Division of Community Development



Introduction

The State of Utah Offices of Asian, Black, Hispanic and Pacific Islander Affairs are mandated by Executive Order to ensure that state government is responsive to the needs of the ethnic communities. Over the years, the offices found it essential to develop a Joint Work Plan in order to focus on primary issues that impact the ethnic communities within our state. This is the Ethnic Offices' 7th Joint Ethnic Work Plan.

The Ethnic Offices have undergone a major transition this past year. The Director of the Division of Community Development and three of the four Ethnic Directors are new. The three new directors collectively bring extensive knowledge, skills and fresh ideas that compliment the experience and wisdom that have been established in the Ethnic Offices. These changes have also brought new energy, enthusiasm, passion and vision.

In the past, the Ethnic Directors presented their Joint Work Plan to the Governor but it was not formally presented to the Executive Directors who are directly responsible for each of the state departments. This year we strongly feel this is a very critical step that must be a priority in our implementation process. Therefore we will first seek the support of the executive directors of state departments, then present the Joint Work Plan to the divisions that are directly involved with our identified issues. We will work diligently to obtain and establish an accurate database in the four areas of education, health, criminal justice and economic opportunity. This is essential in measuring progress toward the achievement of equity for our ethnic communities.

Edie Mitko, Director, Asian Affairs

Bonnie Dew, Director, Black Affairs

Tony Yapias, Director, Hispanic Affairs

Bill Afeaki, Director, Pacific Islander Affairs



Michael O. Leavitt
Governor
Executive Order

**CREATING THE STATE OF UTAH OFFICES OF ASIAN,
BLACK, HISPANIC, AND PACIFIC ISLANDER AFFAIRS**

Whereas, Utah state government should be responsive to all citizens of the State of Utah; and

Whereas, close communication between citizens and the Governor is necessary to maintain a responsive government; and

Whereas, it is in the best interest of the State of Utah and its citizens for state government to advocate and promote cooperation and understanding between government agencies and ethnic citizens;


Now, Therefore, I, Michael O. Leavitt, Governor of the State of Utah, by virtue of the authority vested in me by the Constitution and laws of the State of Utah, do hereby order as follows:

1. There is created the State of Utah Offices of Asian, Black, Hispanic, and Pacific Islander Affairs. The Governor shall appoint a director for each office who shall serve at the pleasure of the Governor.
2. The director of each office shall conduct the following activities to determine whether state issues impacting Asian, Black, Hispanic, and Pacific Islander citizens are being addressed by state government:
 - a. Meet with the Asian, Black, Hispanic, and Pacific Islander Advisory Councils on a regular basis to address each council's findings and recommendations regarding state government's level of responsiveness;
 - b. Review state policy, agencies, programs, and projects to determine the impact on Asian, Black, Hispanic, and Pacific Islander citizens of Utah;
 - c. Inform and recommend the state agencies and other entities how they can increase or improve their level of responsiveness to ethnic citizens;
 - d. Serve as a resource for state government so it can increase or improve its level of responsiveness to ethnic citizens;
 - e. Develop a work plan that addresses identified state issues and sets monitoring strategies;
 - f. Inform Asian, Black, Hispanic, and Pacific Islander citizens about state government's resources; and
 - g. Report to the Governor's Office on an annual basis about state government's responsiveness to Asian, Black, Hispanic, and Pacific Islander citizens of Utah and other issues impacting these citizens;

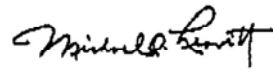
3. The directors of each office shall coordinate resources and activities to increase the level of responsiveness of state government to all ethnic citizens.
4. The director of the Division of Community Development within the Department of Community and Economic Development shall supervise the directors of the State of Utah, Offices of Asian, Black, Hispanic, and Pacific Islander Affairs.
5. The Department of Community and Economic Development shall provide office space and necessary administrative support to assist the director in performing his or her duties. The types and kind of support shall be determined by the executive director of the Department of Community and Economic Development.
6. Funding for the State of Utah, Offices of Asian, Black, Hispanic, and Pacific Islander Affairs shall be contingent upon appropriations from the Legislature.
7. This supersedes any previous Executive Orders relating to these offices.



ATTEST:


Olene S. Walker
Lieutenant Governor

IN TESTIMONY WHEREOF, I have hereunto set my hand and caused to be affixed the Great Seal of the State of Utah. Done at the State Capitol in Salt Lake City, Utah, this 20th day of August, 1996.



Michael O. Leavitt
Governor



Michael O. Leavitt

Governor

Executive Order

CREATING THE ASIAN ADVISORY COUNCIL

Whereas, Utah state government should be responsive to all citizens of the State of Utah; and

Whereas, close communication between these citizens and the Governor is necessary to maintain a responsive government; and

Whereas, it is important to involve citizens in assessing the responsiveness of government and to solicit citizen's recommendations on ways to improve government's responsiveness; and

Whereas, state government can better involve members of the Asian community in assessing the responsiveness of government and further, help provide information regarding programs and services, and provide other assistance to Utah's Asian community; and

Whereas, it is in the best interests of the State of Utah and its citizens for state government to advocate and promote cooperation and understanding between state government agencies and its citizens;


Now, Therefore, I, Michael O. Leavitt, Governor of the State of Utah, by virtue of the authority vested in me by the Constitution and laws of the State of Utah, do hereby order as follows:

1. There is created the Asian Advisory Council.
 - a. The Asian Advisory Council shall consist of 11 to 15 members appointed by the Governor.
 - b. Each member of the Advisory Council may not serve more than two consecutive four year terms.
 - c. The Council shall elect a chair and vice-chair of the Advisory Council for a one year term.
 - d. The Asian Advisory Council shall meet a least quarterly or as needed as determined by the Council chair or at the request of the Governor.
2. The Asian Advisory Council will work to accomplish the following:
 - e. Gather information about the needs of the Asian citizens of Utah for which state government is responsible;
 - f. Provide a forum for Asian citizens to inform the Asian Advisory Council about state government's response to issues;

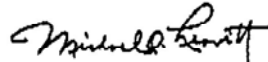
- g. Develop recommendations as to how state government can respond to issues impacting the Asian citizens of Utah;
 - h. Review state government's response to recommendations provided by the Asian Advisory Council;
 - i. Make recommendations to the State of Utah, Office of Asian Affairs about state government's policy, programs, and projects and their impact on Asian citizens;
 - j. Provide a list of Asian citizens who can serve on advisory boards, commissions, and other positions in state government;
 - k. Coordinate activities among the advisory councils to address common issues impacting ethnic citizens; and
 - l. Report findings to the Governor's Office.
3. This supersedes all previous Executive Orders relating to this Council.



ATTEST:


Olene S. Walker
Lieutenant Governor

IN TESTIMONY WHEREOF, I have hereunto set my hand and caused to be affixed the Great Seal of the State of Utah. Done at the State Capitol in Salt Lake City, Utah, this 20th day of August, 1996.


Michael O. Leavitt
Governor



Michael O. Leavitt

Governor

Executive Order

CREATING THE BLACK ADVISORY COUNCIL

Whereas, Utah state government should be responsive to all citizens of the State of Utah; and

Whereas, close communication between these citizens and the Governor is necessary to maintain a responsive government; and

Whereas, it is important to involve citizens in assessing the responsiveness of government and to solicit citizen's recommendations on ways to improve government's responsiveness; and

Whereas, state government can better involve members of the Black community in assessing the responsiveness of government and further, help provide information regarding programs and services, and provide other assistance to Utah's Black community; and

Whereas, it is in the best interests of the State of Utah and its citizens for state government to advocate and promote cooperation and understanding between state government agencies and its citizens;


Now, Therefore, I, Michael O. Leavitt, Governor of the State of Utah, by virtue of the authority vested in me by the Constitution and laws of the State of Utah, do hereby order as follows:

1. There is created the Black Advisory Council.
 - a. The Black Advisory Council shall consist of 11 to 15 members appointed by the Governor.
 - b. Each member of the Advisory Council may not serve more than two consecutive four year terms.
 - c. The Council shall elect a chair and vice-chair of the Advisory Council for a one year term.
 - d. The Black Advisory Council shall meet a least quarterly or as needed as determined by the Council chair or at the request of the Governor.
2. The Black Advisory Council will work to accomplish the following:
 - e. Gather information about the needs of the Black citizens of Utah for which state government is responsible;
 - f. Provide a forum for Black citizens to inform the Black Advisory Council about state government's response to issues;

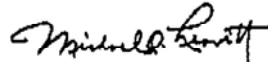
- g. Develop recommendations as to how state government can respond to issues impacting the Black citizens of Utah;
 - h. Review state government's response to recommendations provided by the Black Advisory Council;
 - i. Make recommendations to the State of Utah, Office of Black Affairs about state government's policy, programs, and projects and their impact on Black citizens;
 - j. Provide a list of Black citizens who can serve on advisory boards, commissions, and other positions in state government;
 - k. Coordinate activities among the advisory councils to address common issues impacting ethnic citizens; and
 - l. Report findings to the Governor's Office.
3. This supersedes all previous Executive Orders relating to this Council.



ATTEST:


Olene S. Walker
Lieutenant Governor

IN TESTIMONY WHEREOF, I have hereunto set my hand and caused to be affixed the Great Seal of the State of Utah. Done at the State Capitol in Salt Lake City, Utah, this 20th day of August, 1996.


Michael O. Leavitt
Governor



Michael O. Leavitt
Governor
Executive Order

CREATING THE HISPANIC ADVISORY COUNCIL

Whereas, Utah state government should be responsive to all citizens of the State of Utah; and

Whereas, close communication between these citizens and the Governor is necessary to maintain a responsive government; and

Whereas, it is important to involve citizens in assessing the responsiveness of government and to solicit citizen's recommendations on ways to improve government's responsiveness; and

Whereas, state government can better involve members of the Hispanic community in assessing the responsiveness of government and further, help provide information regarding programs and services, and provide other assistance to Utah's Hispanic community; and

Whereas, it is in the best interests of the State of Utah and its citizens for state government to advocate and promote cooperation and understanding between state government agencies and its citizens;


Now, Therefore, I, Michael O. Leavitt, Governor of the State of Utah, by virtue of the authority vested in me by the Constitution and laws of the State of Utah, do hereby order as follows:

1. There is created the Hispanic Advisory Council.
 - a. The Hispanic Advisory Council shall consist of 11 to 15 members appointed by the Governor.
 - b. Each member of the Advisory Council may not serve more than two consecutive four year terms.
 - c. The Council shall elect a chair and vice-chair of the Advisory Council for a one year term.
 - d. The Hispanic Advisory Council shall meet a least quarterly or as needed as determined by the Council chair or at the request of the Governor.
2. The Hispanic Advisory Council will work to accomplish the following:
 - e. Gather information about the needs of the Hispanic citizens of Utah for which state government is responsible;
 - f. Provide a forum for Hispanic citizens to inform the Hispanic Advisory Council about state government's response to issues;

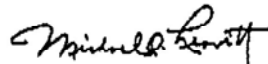
- g. Develop recommendations as to how state government can respond to issues impacting the Hispanic citizens of Utah;
 - h. Review state government's response to recommendations provided by the Hispanic Advisory Council;
 - i. Make recommendations to the State of Utah, Office of Hispanic Affairs about state government's policy, programs, and projects and their impact on Hispanic citizens;
 - j. Provide a list of Hispanic citizens who can serve on advisory boards, commissions, and other positions in state government;
 - k. Coordinate activities among the advisory councils to address common issues impacting ethnic citizens; and
 - l. Report findings to the Governor's Office.
3. This supersedes all previous Executive Orders relating to this Council.



ATTEST:


Olene S. Walker
Lieutenant Governor

IN TESTIMONY WHEREOF, I have hereunto set my hand and caused to be affixed the Great Seal of the State of Utah. Done at the State Capitol in Salt Lake City, Utah, this 20th day of August, 1996.


Michael O. Leavitt
Governor



Michael O. Leavitt
Governor
Executive Order

CREATING THE PACIFIC ISLANDER ADVISORY COUNCIL

Whereas, Utah state government should be responsive to all citizens of the State of Utah; and

Whereas, close communication between these citizens and the Governor is necessary to maintain a responsive government; and

Whereas, it is important to involve citizens in assessing the responsiveness of government and to solicit citizen's recommendations on ways to improve government's responsiveness; and

Whereas, state government can better involve members of the Asian community in assessing the responsiveness of government and further, help provide information regarding programs and services, and provide other assistance to Utah's Pacific Islander community; and

Whereas, it is in the best interests of the State of Utah and its citizens for state government to advocate and promote cooperation and understanding between state government agencies and its citizens;


Now, Therefore, I, Michael O. Leavitt, Governor of the State of Utah, by virtue of the authority vested in me by the Constitution and laws of the State of Utah, do hereby order as follows:

1. There is created the Pacific Islander Advisory Council.
 - a. The Pacific Islander Advisory Council shall consist of 11 to 15 members appointed by the Governor.
 - b. Each member of the Advisory Council may not serve more than two consecutive four year terms.
 - c. The Council shall elect a chair and vice-chair of the Advisory Council for a one year term.
 - d. The Pacific Islander Advisory Council shall meet a least quarterly or as needed as determined by the Council chair or at the request of the Governor.
2. The Pacific Islander Advisory Council will work to accomplish the following:
 - e. Gather information about the needs of the Pacific Islander citizens of Utah for which state government is responsible;
 - f. Provide a forum for Pacific Islander citizens to inform the Pacific Islander Advisory Council about state government's response to issues;

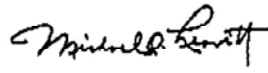
- g. Develop recommendations as to how state government can respond to issues impacting the Pacific Islander citizens of Utah;
 - h. Review state government's response to recommendations provided by the Pacific Islander Advisory Council;
 - i. Make recommendations to the State of Utah, Office of Pacific Islander Affairs about state government's policy, programs, and projects and their impact on Asian citizens;
 - j. Provide a list of Pacific Islander citizens who can serve on advisory boards, commissions, and other positions in state government;
 - k. Coordinate activities among the advisory councils to address common issues impacting ethnic citizens; and
 - l. Report findings to the Governor's Office.
3. This supersedes all previous Executive Orders relating to this Council.



ATTEST:


Olene S. Walker
Lieutenant Governor

IN TESTIMONY WHEREOF, I have hereunto set my hand and caused to be affixed the Great Seal of the State of Utah. Done at the State Capitol in Salt Lake City, Utah, this 20th day of August, 1996.

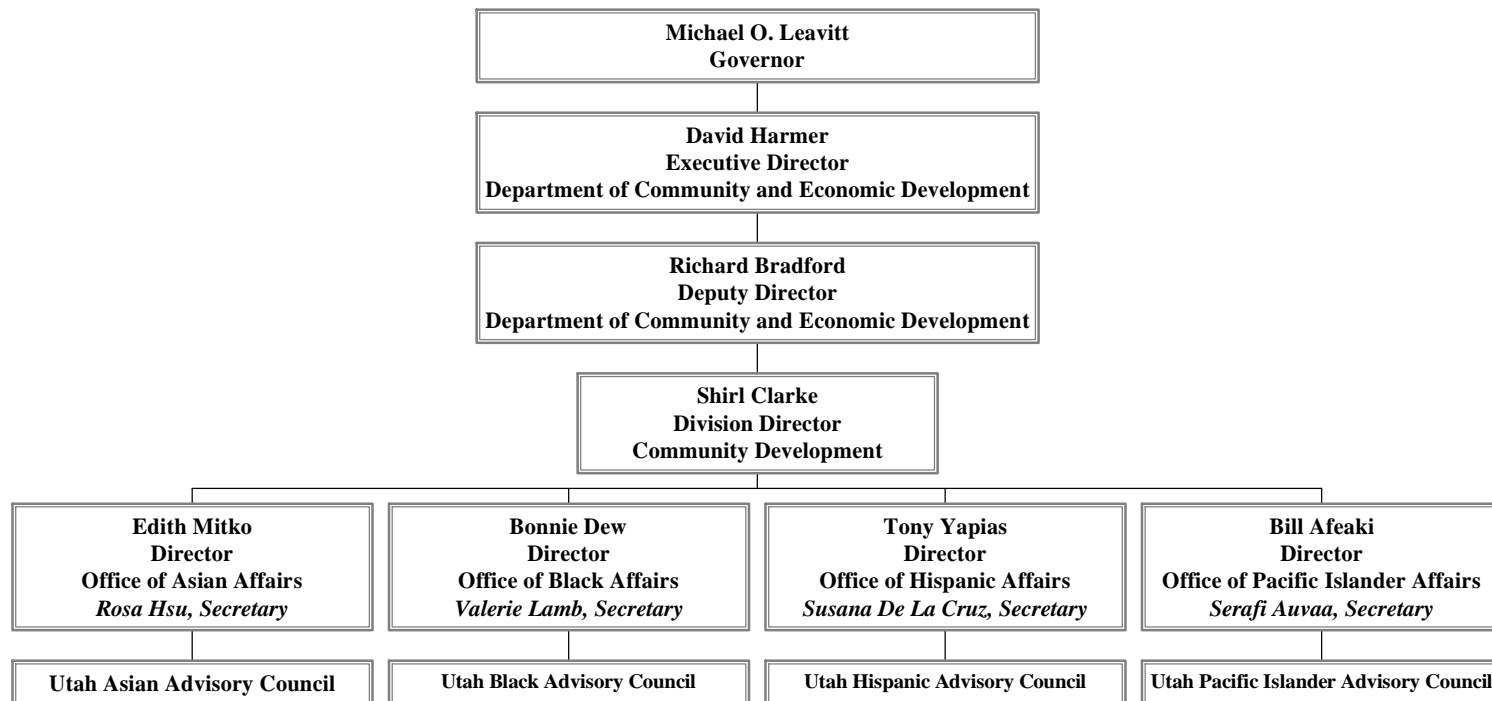

Michael O. Leavitt
Governor



HISTORY	1995 LEGISLATIVE STUDY	1996 ETHNIC TASK FORCE	NEW EXECUTIVE ORDERS AND 1997-1998 JOINT ETHNIC WORK PLAN	JOINT ETHNIC WORK PLAN 1998-2004
<p>The Ethnic Offices and Advisory Councils were created by Executive Orders. Initially, the appointees served as ombudsmen between ethnic citizens and state government. These positions evolved into directors addressing policy making issues.</p> <p>Creation of the Ethnic Offices: 1972 - Office of Black Affairs and the Black Advisory Council 1973 - Office of Hispanic Affairs and the Hispanic Advisory Council 1980 - Office of Asian Affairs and Asian Advisory Council 1988 - Polynesian Advisory Council under the Office of Asian Affairs 1994 - Office of Polynesian Affairs 1998- Partnership with Division of Indian Affairs. 2000- Office of Polynesian Affairs became the Office of Pacific Islander Affairs. 2001-Partnership with the Martin Luther King, Jr. Human Rights Commission. 2001- Transfer Ethnic Offices to Division of Community Development</p>	<p>1. The 1995 Legislative Appropriations Committee allocated \$25,000 to study the purpose of the Ethnic Offices and the Ethnic Councils.</p> <p>2. Bonneville Research conducted the study and identified the following issues:</p> <ul style="list-style-type: none"> * The 1994 Executive Order should be rewritten * Constituents * Establish Subcommittees * Ethnic Offices should remain as part of the Division of Business and Economic Development * Clarification of the roles and responsibilities of the Offices of Ethnic Affairs and the Advisory Councils. 	<p>1. The 1996 Legislative Appropriations Committee proposed that an Ethnic Task Force be created.</p> <p>2. The Ethnic Task Force met for several months to address issues identified during the 1996 Legislature. The Task Force was composed of legislators, community leaders and state administrators.</p> <p>3. The Ethnic Task Force was facilitated by Phyllis Caruth. The Task Force addressed the following areas:</p> <ul style="list-style-type: none"> * Vision * Mission * Reporting Structure * Accounting * Process for communicating with the governor * Executive Order/Clarification * Policy-internal and external * Customers * Services and Programs * State Agencies, Governor's Office, Information/Referral, and Community Relations. * Statement of Work * Deliverables * Training * Physical Location of the Ethnic Affairs Office * Funding and Staffing 	<p>1. After reviewing the 1996 Ethnic Task Force recommendations, the Governor's Office rewrote and issued two Executive Orders to outline the work of the offices and councils.</p> <p>2.The Ethnic offices and the Advisory Council convened a number of community meetings to identify issues of concern from the ethnic citizens of Utah.</p> <ul style="list-style-type: none"> * Access to Public Services * Advisory Councils * Criminal Justice System (Adults) * Criminal Justice System (Juveniles) * Discrimination * Diversity Training * Economic Opportunities * Education * Health * Welfare Reform <p>These issues were formalized and printed as the first <u>Joint Ethnic Work Plan (1997-1998).</u></p>	<p><u>1998-1999 Joint Ethnic Work Plan</u></p> <p>The Ethnic Offices developed a more in depth focus on the following objectives:</p> <ul style="list-style-type: none"> * Criminal Justice * Economic Opportunities * Education * Health <p>and the Governor Initiative on Families Today (G.I.F.T.)</p> <p><u>1999-2000 Joint Ethnic Work Plan</u></p> <p>In consultation with the Advisory Councils and the ethnic populations of Utah it was felt that the Ethnic Offices will continue with the same objectives. Two additional objectives that would impact the ethnic populations of Utah were also added.</p> <ul style="list-style-type: none"> * Resource for Government and Citizens * 2002 Salt Lake Olympic Legacy <p><u>2000-2003 Joint Ethnic Work Plan</u></p> <p>In consultation with the Advisory Councils, the Ethnic Offices will continue to focus on the same objectives, with an emphasis on:</p> <ul style="list-style-type: none"> * Education in 2000 * Encouraging ethnic participation in the Salt Lake Olympic experience in 2001 * The Governor's 1000 Day Economic Plan in 2002. <p><u>2003-2004 Joint Ethnic Work Plan</u></p> <p>The Ethnic Offices will seek the support of the Executive Directors of all state Departments and divisions that are directly involved with identified issues. A database reflecting ethnic populations will be established in the four areas of education, health, criminal justice and economic opportunity.</p>



State of Utah
Department of Community and Economic Development
Division of Community Development





TEAMWORK STRATEGY

The directors shall continue to use the teamwork strategy concept that has been used for the last two years. The directors are teamed in pairs to ensure that optimum time is spent working on the assigned objectives. The two-person teams are responsible for meeting all their objectives' deliverables within the timeline laid out in the Work Plan.

In putting together the 2003-2004 Joint Ethnic Work Plan, the directors again looked at the assignments and noted that they have been on the same assignments for two consecutive years. The directors agree that team assignments should be rotated from time to time in order to provide each of the teams with an opportunity to change their focus. This action is noted in this year's Plan, with the change in teams that will address two objectives: Education and Health.

TEAM WORK FOR THE 2003-2004 JOINT ETHNIC WORK PLAN		
OBJECTIVE	TEAMS	
CRIMINAL JUSTICE	Tony Yapias	Bill Afeaki
ECONOMIC OPPORTUNITIES	Bonnie Dew	Edie Mitko
EDUCATION	Edie Mitko	Bonnie Dew
HEALTH	Bill Afeaki	Tony Yapias

OBJECTIVE # 1: CRIMINAL JUSTICE To address inequities within the criminal justice system among ethnic communities	
Systems Strategy	Community Strategy
Collaborate with and provide input to entities within the criminal justice system regarding inequities of resources, confinement and recidivism.	Facilitate increased knowledge and understanding within the ethnic communities of the criminal justice system, through the dissemination of information and educational programs.
Tasks <ul style="list-style-type: none"> • Monitor the continued implementation of Utah Multi-Agency Cultural Competency Curriculum (UMACCC) in the training of criminal justice employees statewide; • Develop partnerships with federal, state and local law enforcement agencies to address issues of inequities, racial profiling, and hate crimes; • Collaborate and provide input to the Commission on Racial and Ethnic Fairness. • Assess the current Security Threat Group's (STG) policies and procedures, and their impact on the ethnic inmates in the adult correctional facilities; • Address the recidivism rate for ethnic inmates and address the availability of culturally competent resources 	Tasks <ul style="list-style-type: none"> • Educate ethnic communities about legal processes by facilitating at least four symposiums and disseminating information through newsletters, websites etc.; • Identify at least five attorneys who specialize in each of the following areas: criminal, immigration, employment, family and civil law; • Recognize three law enforcement agencies for their efforts in working with the ethnic communities; • Assist the Commission on Racial & Ethnic Fairness in convening at least four public forums, to report the outcomes of the Task Force recommendations.
Outcomes	
<ul style="list-style-type: none"> • Increase knowledge of law enforcement and judicial process; • Improve cultural competence among criminal justice employees; • Reduce number of ethnic inmates committed to Security Threat Group Units (STGs) in adult correctional units; • Increase availability of transitional programs and services for ethnic inmates; • Obtain recidivism data for ethnic inmates; • Gain media coverage regarding ethnic criminal justice issues. 	

OBJECTIVE # 2: ECONOMIC OPPORTUNITIES

To increase awareness, access, and participation in economic development within the ethnic communities.

Strategy	Tasks
<ul style="list-style-type: none"> Organize business symposiums to promote ethnic economic development and <i>enhance quality of life</i>; Collaborate with Small Business Administration (SBA); identify and recognize successful ethnic business owners; <i>Invest in people</i> by collaborating with Department of Workforce Services (DWS) in fostering cultural integration in the workplace; Assess the practices of the Utah Labor Commission and monitor the implementation of recommendations made by the U.S. Office of Civil Rights; Foster mentoring and networking opportunities for ethnic businesses. <p><i>Items from the Governor's 1000 Day Plan are in italics.</i></p>	<ul style="list-style-type: none"> Facilitate at least four ethnic business symposiums to link financial resources and ethnic business <i>entrepreneurs</i>; Identify and recognize four successful "up and coming" business entrepreneurs and four "established" business owners in the ethnic communities; Assist SBA in the organization and sponsorship of Minority Enterprise Development Week; Participate on the Cultural Integration Advisory Council (CIAC) and collaborate with DWS in the organization of the annual Employer's Conference; Review the Utah Anti-discrimination and Labor Division's (UALD) Annual Report in order to extrapolate data and their outcomes on the following issues: wage and labor, fair housing, and employment discrimination complaints; Review the recommendations of the U.S. Office of Civil Rights and monitor implementation; Sponsor a golf tournament for fundraising, mentoring and networking among ethnic businesses.
Outcomes	
<ul style="list-style-type: none"> Expansion of ethnic-owned businesses; Improve services provided by the UALD; Decrease ethnic unemployment rates; Increase worker safety; Gain media coverage regarding ethnic economic development issues 	

OBJECTIVE #3: EDUCATION

To improve educational achievement and equity in the ethnic communities

Systems Strategy

Assess and address the administrative practices of Utah State Office of Education (USOE) and monitor the implementation of statutes and recommendations made by the U.S. Office of Civil Rights (USOCR); Assess and address PreK-12, higher education and adult education opportunities for the ethnic communities.

Community Strategy

Facilitate increased awareness and understanding within the ethnic communities of the educational system, through the dissemination of information and educational programs.

Tasks

- Review the recommendations of the USOCR Report on USOE and monitor implementation;
- Attend at least two (2) State Board of Education meetings and present findings and concerns from the ethnic offices to USOE as needed;
- Meet at least twice with the Governor's Deputy on Education and present findings and concerns from the ethnic communities;
- Develop a partnership with Salt Lake, Jordan, Granite, and Davis School Districts (and other school districts with high concentration of ethnic students) and meet at least twice with superintendents to address the following:
 - ACT, SAT and Advance Test scores
 - Ethnic graduation/drop-out rates
 - Proficiency of English Learners and high-risk students;
- Review the results of the UPASS pilot tests and assess ethnic students' achievement levels;
- Develop strategies for increasing graduation rates for ethnic students;
- Partner with the Commissioner of Higher Education's Ethnic Minorities Advisory Committee to address the Board of Regent's diversity goals.

Tasks

- Educate the ethnic communities about the educational system by facilitating at least four symposiums;
- Recognize at least four facilitators of ethnic student's success in education;
- Attend at least six Coalition of Minorities Advisory Council (CMAC) meetings to maintain communication between CMAC and the ethnic offices;
- Attend four meetings of the Utah Coalition for the Advancement of Minorities in Higher Education (UCAMHE).

Outcomes

- Improve parental involvement in the education of ethnic students;
- Heighten awareness of the Ethnic Office and their Advisory Councils within the school districts that have high concentrations of ethnic students;
- Improve test scores and increased number of ethnic high school graduates;
- Increase awareness of higher educational opportunities within the ethnic community;
- Gain media coverage regarding educational issues within the ethnic communities.

OBJECTIVE #4: HEALTH

To increase health education, awareness, and access within the ethnic communities

Systems Strategy	Community Strategy
Collaborate with the Department of Health (DOH) and the Department of Human Services (DHS) to ensure ethnic health issues are addressed.	Facilitate increased awareness and understanding within the ethnic communities of the health system, through the dissemination of information and educational programs.
Tasks <ul style="list-style-type: none"> • Participate in the Ethnic Health Advisory Committee (EHAC) to assess health care access and services within the ethnic communities; • Participate in the Aging and Adult Services Advisory Committee to assess ethnic participation; • Participate in the Utah Substance Abuse and Anti-Violence Coordinating Council (USAAV) and the Domestic Violence Advisory Committee (DVAC) to provide input for the ethnic communities; • Facilitate at least six outreach efforts to the ethnic communities to increase insurance coverage in the following areas: <ul style="list-style-type: none"> ○ CHIP ○ Medicare ○ Medicaid • Assess current “best practices” in cultural competency for: <ul style="list-style-type: none"> ○ Customer Services ○ Health Care Access ○ Interpretation Services ○ Outreach ○ Review practices and compliance of hospitals and health care providers with regards to Title VI of the Civil Rights Acts of 1964, which prohibits discrimination against persons of limited English proficiency (LEP) in access to health and human services. 	Tasks <ul style="list-style-type: none"> • Facilitate at least six health forums and utilize newsletters and websites etc. to educate and provide resources to the ethnic communities in the following areas: <ul style="list-style-type: none"> ○ Cancer ○ Aging ○ Mental Health ○ Domestic Violence ○ HIV/AIDS ○ Title VI of the Civil Rights Act of 1964, LEP • Link with AARP programs and services to increase ethnic community’s participation.
Outcomes	
<ul style="list-style-type: none"> • Improve health-care access for ethnic families; • Increase awareness of ethnic health needs; • Increase number of ethnic citizens enrolled in health insurance coverage; • Increase cultural competence among health care providers; • Gain media coverage regarding ethnic health issues. 	